

OFFICIAL GAZETTE



GOVERNMENT OF GOA

EXTRAORDINARY

GOVERNMENT OF GOA

Department of Labour

Notification

25/8/85-ILD

Whereas in exercise of the powers conferred by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) (hereinafter referred to as "the said Act"), the Government of Goa by notification No. 25/8/85-ILD dated 6-12-85 of Industries and Labour Department, published in the Official Gazette No. 38, Series II, dated 20-12-1985 appointed a Committee to hold enquiries and advise it in the matter of revising the minimum rates of wages in respect of the Scheduled Employment namely 'Employment under any local authority—Municipal Councils' in the State of Goa.

And whereas the said Committee has submitted its report to the Government;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Goa after considering the advice of the said Committee hereby with effect from 16th August, 1988 fixes minimum rates of wages payable to the class/categories of employment namely "Employment in any local authority—Municipal Councils" in the State of Goa as specified in the Schedule below:

SCHEDULE

Sr. No.	Class of work/category of employment	All inclusive minimum rates of wages in the State of Goa
1	2	3
1.	Ministerial and Non-Ministerial Class III & Class IV employees in all Municipal Councils.	Same rates of wages inclusive of all allowances declared from time to time in respect of scales of pay in Column No. 4 of the Schedule of the Notification No. 10/47/85/DMA (Vol I) dated 10-3-1986 published in the Official Gazette, Series I, No. 4 dated 24-4-1986, if the same categories of employees are

1	2	3
		employed on daily rates of wages, they shall be paid 1/26th (one twenty sixth) of the respective monthly rates per day.

Explanations:

- i) Where in any area/establishment/scheduled employment, wages fixed under the Scheduled Employment, namely "Employment under any local authority—Municipal Councils" in the State of Goa or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, higher rates of wages are payable to the employees then such higher rate would be payable as minimum wages under this notification.
- ii) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
 - a) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
 - b) Skilled work is one which involves skill or competence required through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- iii) The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.
- iv) The minimum rates of wages are applicable to employees engaged by the principal employers or contractors or sub-contractors.
- v) Both men and women workers have to be paid same rates of wages fixed for the category and for equal work.
- vi) In case of employees employed on piece-rate basis, the minimum rates of wages payable to him shall be at the rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this notification.
- vii) The minimum rates of wages payable to an adolescent certified to work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adults.

By order and in the name of the Governor of Goa.

Subhash V. Elekar, Under Secretary (Industries & Labour).

Panaji, 12th August, 1988.